

SEVERANCE PLAN APPENDIX A

Schedule For

Northrop Grumman Information Systems

Exempt and Non-Exempt Employees

Cash Portion: You will receive lump sum cash payment equal to the number of Weeks of Severance corresponding with your Years of Service as provided in the table below.

Years of Service	Weeks of Severance
Less than 1	2
1	2
2	2
3	2.5
4	3
5	3
6	3.5
7	4
8	4.5
9	5
10	5.5
11	6
12	6.5
13	7
14	7
15	7.5
16	8
17	8.5
18	9
19	9.5
20	10
21	10
22	10
23	10
24	10
25	10
26 or more	10

Effective June 1, 2010

Extension of Medical, Dental and Vision Benefits and Cost-Sharing: You will receive an extension of your medical, dental, and/or vision benefits at active rates, for a period equal to one week for each Year of Service, up to a maximum of 26 weeks. (If you are not covered by medical, dental, and/or vision benefits at the time of your layoff, this benefits feature does not apply to you.). At a minimum, you will receive coverage through the end of the month of your date of termination plus one additional month at no additional premium charge to you. If your extension period based on Years of Service extends beyond the “end of the month plus one month” period, then you will receive the remaining extension weeks at the employee rate. Thereafter, the rest of your 18-month COBRA continuation period is 100% of the full premium plus a 2% administration fee for the coverage you select.

Example: You receive a layoff notice on August 12, 2010, and your last day of work is August 26, 2010. You have 24 Years of Service and you are currently enrolled in the Northrop Grumman Health Plan. Your 18-month COBRA period starts September 1, 2010. Your coverage for the remainder of August and the full month of September is at no additional premium charge. Your coverage for the next 19 weeks (equal to your 24 years of service, minus the 5 weeks of coverage at no additional premium charge) is at active employee cost-sharing rates in effect at the time. After that, full COBRA rates apply until the end of your COBRA period on February 28, 2012.

See Northrop Grumman Severance Plan for eligibility, definitions, details, and further information.